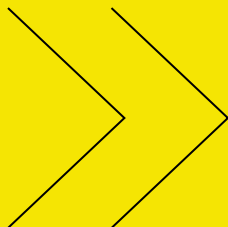
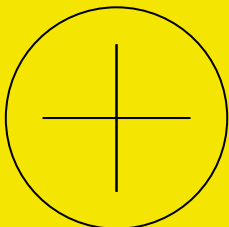




# ICT LABOUR MARKET IN ITALY

	Italy	Lithuania
GDP per capita (2022)	34 776 USD	25 064 USD
Average gross salary	2 453 EUR/month	2 018 EUR/month
Average gross salary for the ICT industry (2023)	3 760 EUR/month	3 370 EUR/month
Unemployment rate	7,4%	6,2%
Youth unemployment rate	21,9%	8,6%



Cost of living (2023)

**+25%**

higher compared  
to Lithuania

# MAIN FACTS ABOUT THE ICT SECTOR OF ITALY

Key ICT  
sub-sectors

Cloud services

Big data

Cybersecurity

Number of ICT  
specialists

**614 189**

2021

**3,45%**

of all employees

**+3,44%**

compared to 2020

Employment of  
ICT specialists  
by industry  
(TOP3)

IT services and consulting

**157K**

Software development

**41K**

Telecommunications

**31K**

Most common  
skills among  
ICT specialists  
(TOP3)

SQL

**29%**

Java

**25%**

JavaScript

**24%**

ICT graduates

**4 560**

2022

**1,4%**

of all graduates  
(EU average - 3,9%)

Field of study  
of ICT specialists  
(TOP3)

Computer Software Technology

**36K**

Computer and Information  
Sciences & Support Services

**28K**

Economics

**11K**

Computer Science

**11K**

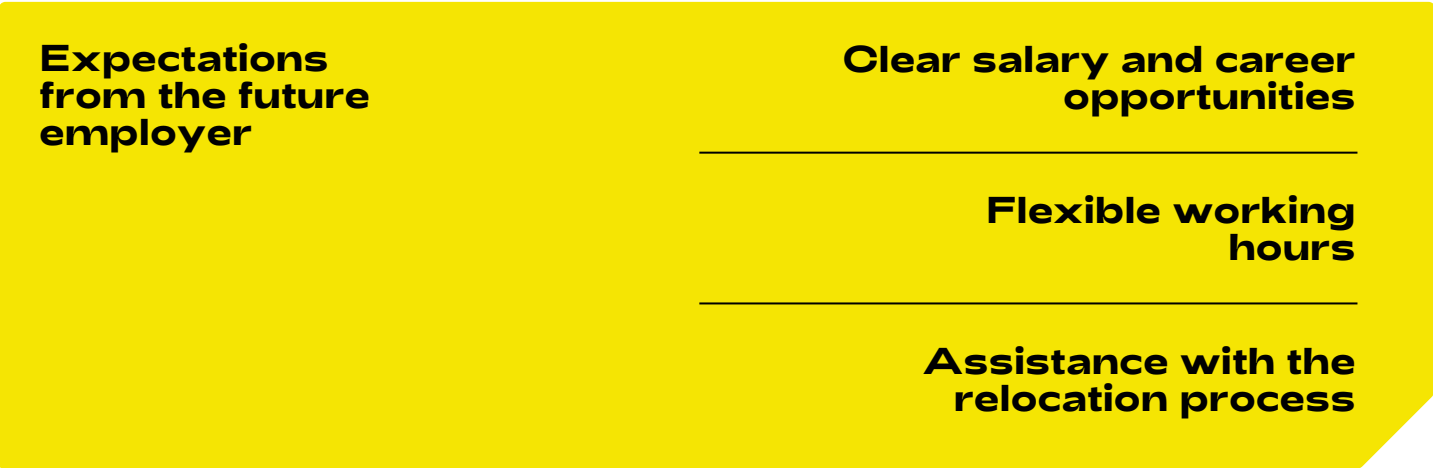
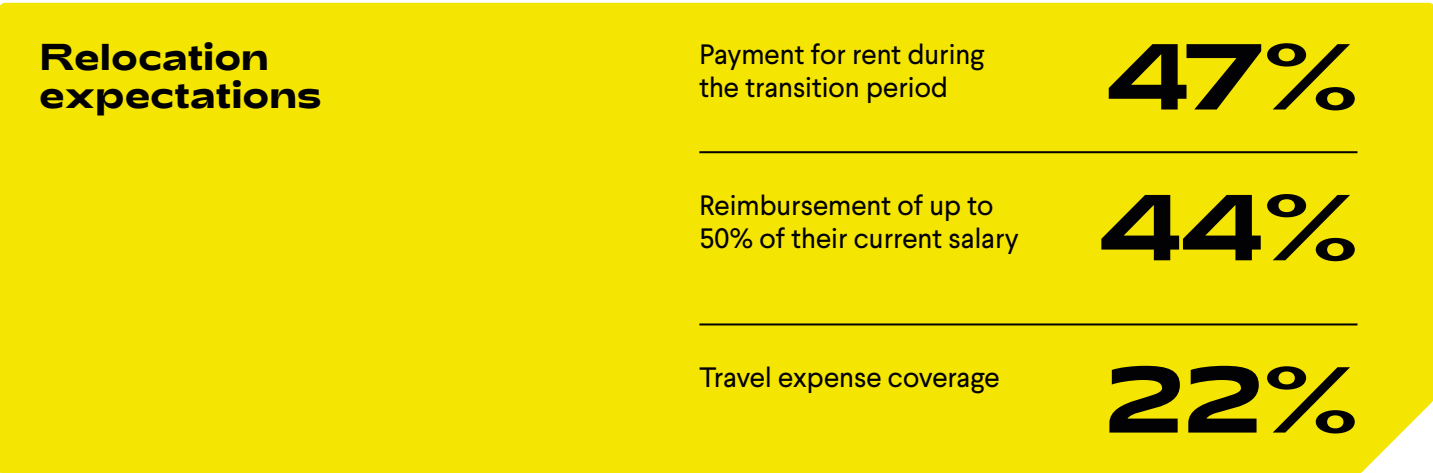
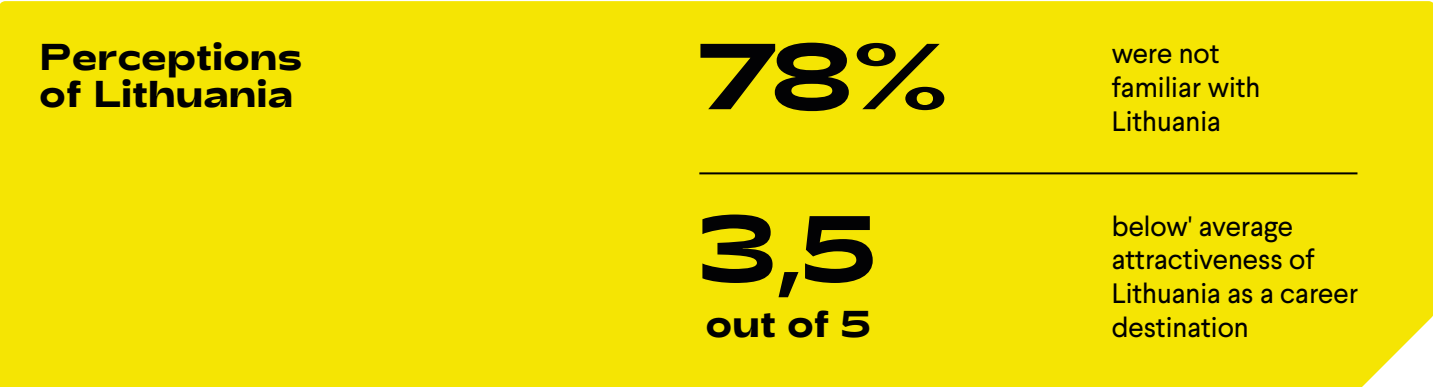
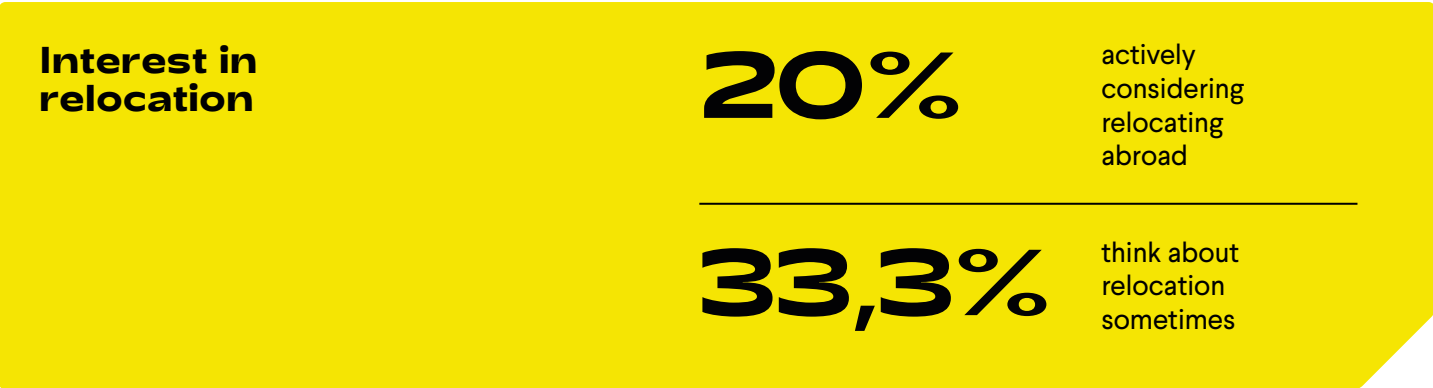
Leave notice  
by employees

**2-8**

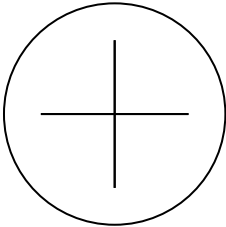
**weeks**

(depends both on the level and  
the seniority of the employee)

# KEY INSIGHTS FROM SURVEY



# STRENGTHS AND OPPORTUNITIES



## Strengths

25%

higher cost of living in Italy compared to Lithuania

Lithuania is perceived as an emerging hub for advanced technologies, particularly in the ICT sector, indicating promising opportunities for career advancement.

Lithuania offers a high level of democracy with minimal bureaucracy.

Lithuania's high level of modernization, quality infrastructure, easy access to nature, and convenient travel options due to its compact size contribute to its appeal as a relocation destination.

## Opportunities

21,9%

One of the highest youth unemployment rates in the EU

45%

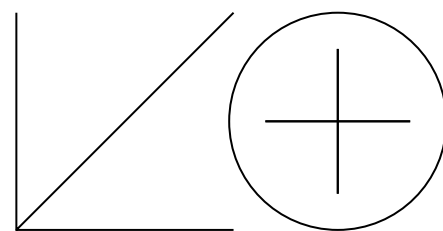
of junior-level specialists with 3-5 years of experience are open to relocation.

Italy has the highest proportion of ICT professionals aged over 35 in the EU.

Lithuania is an emerging country with a skilled workforce, which makes it an ideal place for career growth in the IT sector.

The IT market in Lithuania is growing rapidly, presenting numerous opportunities for professionals in the industry.

# WEAKNESSES AND CHALLENGES



## Weaknesses

**78%**

of survey respondents were not familiar with Lithuania.

Average salaries for ICT professionals in Lithuania are slightly lower compared to Italy.

Italy offers a better work-life balance.

Colder climate in Lithuania

Lithuanians are perceived as cold and reserved people.

Concerns about Lithuania's proximity to Russia

## Challenges

**1,4%**

The low number of ICT graduates in Italy suggests higher competition within the local labour market.

**20%**

A relatively low number of ICT professionals actively considering relocating abroad

Factors that may impede ICT specialists' willingness to stay in Lithuania long-term:

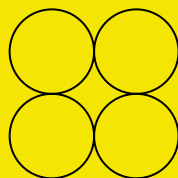
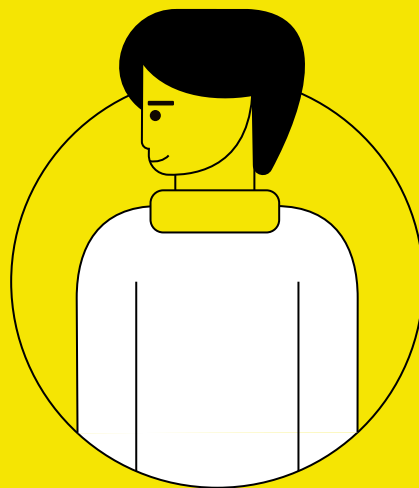
- Long travel distance between Lithuania and Italy
- Language barrier
- Negative prior work experience abroad
- ICT professionals prioritize maintaining close relationships with family and friends over pursuing higher compensation elsewhere
- Good salaries and solid career opportunities in their home country

To attract new talent, it is essential for Lithuanian employers to present a proposition that emphasizes the attractiveness of Lithuania and potential career opportunities. This proposition must address negative perceptions of Lithuania, highlight a good work-life balance, and take into consideration the need to maintain close relationships with family.

Download Lithuania's unique selling proposition for global talent



# POTENTIAL ICT SPECIALIST IN ITALY

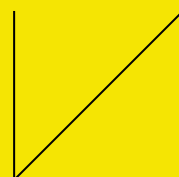


**Junior level**

**Has up to 5 years of experience**

**Hasn't settled down yet**

**Looking for new career opportunities and growth**



## Specialised in

Software development

Telecommunications

IT services & consulting

## Has skills relevant to

Cloud services

Big data

Cybersecurity

## Proficient in

JavaScript

SQL

Java

Most responsive when approached through trusted local recruitment companies.

# ITALIAN MARKET-SPECIFIC RECOMMENDATIONS

## Engagement with ICT professionals from Italy

To enhance engagement, companies should prioritise online meetings in the early stages of contact, as ICT professionals from Italy tend to prefer face-to-face communication over written exchanges.

Additionally, approaching these professionals through trusted local recruitment companies, such as EgoValeo, FRAG, and Techyon, is recommended, as they are often hesitant to engage with unfamiliar individuals or company representatives.

## Relocation expectations

ICT professionals from Italy prioritise having at least one of the following covered to make relocation more attractive: payment for rent during the transition period or payment for travel expenses. It is strongly recommended to emphasize the potential to fulfil these expectations, either within the job advertisement itself or during initial interviews.

## Work-life balance

Recognizing familial and social ties as primary barriers to relocation, a good initiative would be to communicate that the employer supports work-life balance by offering one paid trip back home per month, fostering stronger connections with friends and family.

## Flexible work arrangements

To enhance engagement and bolster Lithuania's appeal in talent acquisition, it is advisable to emphasize flexible work arrangements that allow employees to choose their time and place of work. This approach addresses the observed reluctance of ICT specialists from Italy to fully re-embrace on-site work models, given their priority on maintaining close family relations.

Recognizing this trend, it is recommended to highlight the advantages of phased integration—initiating collaboration through remote work and gradually transitioning to on-site or hybrid models. The introduction of monthly visits to Lithuania during the trial period, along with the opportunity to refine the integration model through ongoing discussions, can generate above-average attention from potential candidates. It is recommended to introduce this flexible integration strategy early in the interview process.

## Relocation package

We recommend proposing a relocation package for a prospective employee that may include the following benefits: 1) paying for the processing of any necessary documents related to relocation; 2) payment for travel expenses, and 3) covering accommodation costs in Lithuania during the transition or trial period. Notably, nearly half of Italian ICT professionals mentioned payment for rent during transition period as the most important expense to be reimbursed by a potential employer.

We recommend that financial support for rent expenses be negotiated on case-by-case basis, but it is worth noting that even covering the first two- or three-month's rent can significantly enhance the message to potential employees. Relocating to a foreign country often entails substantial financial commitment, so helping to mitigate this financial barrier can markedly increase the attractiveness of relocation.

# GENERAL RECOMMENDATIONS

## Relocation

### Support for family members

We recommend offering a comprehensive relocation support for both the future employees and their family members. This support might include assistance in settling in Lithuania, such as finding housing and schools/kindergartens for children. It should also include measures to support the integration of ICT professionals' partners/spouses, such as employment consultations and the initiation of social integration activities to help them establish and develop their social networks in Lithuania.

### Aligning expectations

To effectively motivate prospective candidates to relocate to Lithuania, it is strongly recommended to clearly outline salary opportunities, specific job goals, and potential tasks during the initial interviews. Additionally, emphasizing available social benefits and offering flexible working hours can significantly enhance the attractiveness of the offer. Finally, providing comprehensive support throughout the relocation process, both for specialists and their family members, is highly encouraged.

## Integration

### Inclusive environment

To foster a welcoming environment and support cultural integration for new international employees, we recommend the following initiatives: a) a buddy system; b) cultural sensitivity training; c) social integration initiatives; d) regular check-in meetings.

Any activity that helps integrate the employee into their team and company culture is recommended. Also, using a common language, preferably English, can reduce isolation.

Additionally, highlighting existing foreign talent strategies and success stories can reassure new hires about integration, especially given Lithuania's reputation as a colder region with less open people.

### Language courses

To mitigate the fears related to language barriers and overcome this limiting factor in relocation, we advise that companies offer language learning opportunities, including language training programs or (informal) language learning activities in the workplace.

As an alternative, companies can offer to cover the costs of Lithuanian language courses for foreign employees. This will facilitate their integration and make it easier for them to cope with day-to-day communication outside of work, contributing to their overall satisfaction.